

**EXHIBIT A**

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Dr. STEVE T. LIN

7003 NW 50<sup>th</sup> Terrace  
Gainesville, FL 32653

Home (352) 692-3207  
Email stelin@gmail.com

### SUMMARY

Highly skilled and respected Doctor of Science in Biomedical Engineering with global experience leading R&D, Technology, and Business Strategy teams to singular success. Impressive history of stellar accomplishments from start-up ventures to the Fortune 500 company. Proven track record of technology innovation, product realization, and business development contributing significantly to company's bottom line. Able to build strong relationships both among internal staff and externally within medical and research communities. Articulate, team-oriented, creative and strategic.

### PROFESSIONAL HISTORY

EXACTECH, INC., Gainesville, FL 2005-present

Vice President, Biologics R/D and Chief Technology Officer

- Direct biologic research and product development in musculoskeletal tissue regeneration.
- Direct corporate orthopaedic technology strategy development.
- Direct strategic partnership and new business development.

EXACTECH, INC., Gainesville, FL 1999-2005

Vice President, Advanced Technology and Business Development

- Direct biologic research and product development in musculoskeletal tissue regeneration.
- Direct strategic partnership and new business development.

### SELECTED ACCOMPLISHMENTS

Develop the biologic strategy that aligns with the company vision. Execute the strategy effectively by leveraging internal resources and product development expertise with external strategic alliances. Establish the biologics core competency to facilitate product technology development and regulatory clearance of biologics.

- Developed and implemented the biologics strategic plan.
- Recruited biomedical professionals and built the biologic R/D department.
- Established research partnership with leading U.S. and international academic institutions.
- Established technology partnership with a major biomaterial company.
- Obtained the first FDA 510k cleared human DBM based bone grafting products.
- Identified and licensed osteogenic peptides technology.
- Negotiated the exclusive license right for a smart signaling matrix biomaterial.
- Secured tissue materials supply agreements with major tissue banks.
- Negotiated the exclusive distribution agreement for synthetic bone substitutes.
- Developed and executed successfully the China market development strategy.

BRISTOL-MYERS SQUIBB, ZIMMER INC., Warsaw, IN 1986-1999

Senior Director, Biomaterial Science and Implant Technology 1997-1999

- Directed biomaterial science and implant technology programs, 45+ staff and \$8MM budget.

Vice President, Global Research and Technology 1996-1997

- Directed global product technology and research collaboration, 60+ staff and \$10MM budget.

Director, Research 1994-1996

- Directed product technology development strategy, 45+ staff and \$8MM budget.

Director, Advanced Technology 1992-1994

- Managed advanced product technology development, 30+ staff and \$4MM budget.

Senior Group Manager 1991-1992

- Managed 3 biomaterial groups for the development of advanced polymeric implants.

Manager, Bioabsorbable Implants 1986-1991

- Developed bioabsorbable technology core competency and innovative products.

### SELECTED ACCOMPLISHMENTS

Managed and led R & D and Technology groups responsible for developing innovative technologies and products, and rapid technology transfers which contributed significantly to business growth and strengthened the company's market leadership. Product development included directing teams, conducting product design and laboratory and animal testing, overseeing international clinical trials and ongoing coordination with Regulatory and Marketing Departments. Performed as key member of international team to develop new markets in Asia-Pacific region.

#### Product and Technology Development

- Gained FDA clearances on 3 bioabsorbable implants and developed patented bioabsorbable calcium phosphate glass fibers that established the company's leadership in bioabsorbable technology.
- Developed new bone cement products with superior fatigue strength, and obtained two U.S. patents.
- Directed biomaterial groups to develop an innovative process to cut the cycle time of attaching porous titanium meshes to implants from days to minutes, with potential in production cost savings of \$30MM.
- Developed the cross-linked polyethylene development strategy, completing the project in less than 18 months and submitting a 510k application to the FDA.
- Directed development of a PMA approved low modulus hip stem system to solve bone resorption problems associated with non-cemented Co-Cr hip stems.
- Directed a metal technology group to reduced polyethylene wear 40% and Co-Cr wear 20%, and to cut production cycle time of intramedullary nails and compression hip screws, from 5 days to 1, resulting in production cost savings of more than \$16MM.

#### Staff Development

- Initiated mandatory training for R&D staff to develop project management and teamwork skills, which were essential to a more focused research approach and the more timely completion of projects.
- Initiated inter-departmental cross-training program to improve work efficiency while maintaining quality and output in the face of 20% staff reduction.
- Increased number of patents awarded to research staff from an average of 2 to 6 per year, and the number of invention disclosures from an average of 4 to 14 per year.

#### New Business Development

- Assisted Zimmer U.S. to secure and strengthen ties with U. of Va, a \$2MM account.
- Assisted Zimmer China to strengthen relationship with leading orthopaedic surgeons.
- Assisted Zimmer Taiwan to regain the No. 1 market position in 2 years.
- Expanded research collaboration with international investigators in support of new business opportunities.

#### ORTHOMATRIX INCORPORATED, Dublin, CA

1984-1986

##### Manager, Advanced Technology

- Built biomaterial R/D and manufacturing capability for the startup operation within 6 months
- Launched HA dental implants in 12 months; Obtained 1 patent on synthetic bone graft.

#### HEXCEL CORPORATION, Dublin, CA

1981-1984

##### Research Specialist

- Invented a patented new class of bioabsorbable polymers, which contributed to a successful multi-center clinical trial on artificial ligaments.
- Designed and tested successfully an advanced composite hip.

#### STANDARD T CHEMICALS, Chicago, IL

1974

##### Research Engineer

- Developed new resin formulations with alternative raw materials to maintain market advantage.

## **EDUCATION**

D.Sc. Biomedical Engineering  
M.S. Biomedical Engineering  
M.S. Chemical Engineering  
B.S. Chemical Engineering

Washington University, St. Louis, MO  
Drexel University, Philadelphia, PA  
S.D. School of Mines & Tech., Rapid City, SD  
University of Chinese Culture, Taiwan

## **PATENTS AND PUBLICATIONS**

18 Patents and 70 Publications and Presentations

## **PROFESSIONAL ACTIVITIES**

Member of Orthopedic Research Society, Society for Biomaterials, ASTM,  
American Association of Tissue Banks, Tissue Engineering and Regenerative Medicine Society